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Retail and Education Collective Bargaining
Agreements - U.S. Department of Labor

Collective Bargaining Agreements

9-14-1936

**F. W. Woolworth Company, B. A. Variety Store and Retail Clerks
International Protective Association, Local 1281, International
Falls Trades and Labor Assembly, Minnesota State Federation of
Labor, AFL (1936)**

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F. W. Woolworth Company, B. A. Variety Store and Retail Clerks International Protective Association, Local 1281, International Falls Trades and Labor Assembly, Minnesota State Federation of Labor, AFL (1936)

Location

International Falls, MN

Effective Date

9-14-1936

Expiration Date

1-1-1937

Number of Workers

11

Employer

F. W. Woolworth Company; B. A. Variety Store

Union

Retail Clerks International Protective Association

Union Local

1281

NAICS

44

Sector

Private

Item ID

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Keywords

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Comments

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Agreement

This agreement made and entered into this 14th day of Sept 1936 by the Retail Clerks Union No. 1281, affiliated with the International Protective Association, The International Falls Trades and Labor Assembly, The Minnesota State Federation of Labor and The American Federation of Labor, and between the F.W. Woolworth Company and the B.A. Price Variety Store of International Falls, Minnesota.

The definition of a Clerk: Anyone handling and selling merchandise.

Article I

The employer agrees to hire clerks in good standing of Local #1281. When extra or new employees are employed, the employer agrees to give preference to members in good standing in the union. If the organization is unable to furnish same, the employer shall make application to the organization not later than two weeks after date of employment.

Article II

(a) Forty-eight (48) hours shall constitute a basic work week for all salesladies.

(b) All work over forty-eight (48) hours for salesladies shall constitute over-time and be paid at the rate of time and one-half, except as is hereinafter provided.

(c) Any work over the basic work week of forty-eight (48) hours for salesladies during the Christmas week, or week preceding Christmas Day, when stores are open until 9 P.M. such time shall be considered straight time and shall be paid as such.

(d) All employees covered in this agreement will not be required to report for work earlier than 8:30 A.M. or work later than 6:15 P.M. with one hour off for lunch, excepting Saturday or days preceding holidays which time shall be from 8:30 A.M. until 9:15 P.M. with two hours off for two lunch periods.

(e) The employer shall regulate the schedule of working hours for all employees so that each employee will know his or her hours of employment from one week to another. This will not apply in case of an emergency such as sickness or death, or any other unforeseen emergency.

(f) When an employee is told to report for work he shall receive not less than four hours' pay.

Article III

(a) Salesladies shall receive not less than fourteen dollars (\$14.00) for a forty-eight (48) hour week, except as is hereinafter provided.

(b) All salesladies with less than one years' experience will be classed as extra or temporary salesladies, and shall be paid at the rate of not less than twenty-five cents (.25) per hour.

(c) Salesladies now employed receiving over the minimum wage shall retain the same.

(d) The saleslady using candy aprons shall not be required to pay for the laundering of same.

Article IV

(a) Seniority rights shall apply to members of this agreement in promotion, lay-offs or reemployment.

(b) Salesladies lose their seniority rights when they marry.

(c) Drunkenness or dishonesty shall be sufficient cause for dismissal.

Article V

In case of a dispute, the employer agrees to arbitrate. First the question involved shall be taken up with the manager and if a settlement cannot be reached, the question shall be referred to an arbitration committee consisting of five members, two to be selected by the union, and two by the employer, the fifth to be selected by the four. The decision of the arbitration committee shall be final and binding upon both parties.

Article VI

All employees with over one years' and less than two years service shall receive one weeks' vacation with one weeks' pay. Employees with two or more years' service shall receive two weeks' vacation with two weeks pay, which time will be between May 1st and September 1st. It is agreed that 60% of the total number of working hours during the year be considered equivalent to one years' service.

Article VII

Stores shall be closed on all legal holidays such as: New Years Day, Decoration Day, July Fourth, Labor Day, Armistice Day, Thanksgiving Day, Christmas Day, and scheduled employees shall work all hours the store is open and receive pay for a forty-eight (48) hour week.

Article VIII

The employer agrees not to descriminate against anyone for their activity in the union.

This agreement shall remain in force and effect until _____ 1937, and shall continue for another year unless thirty days' notice in writing be given by either party prior to _____ 1937.

RETAIL CLERKS UNION #1281

B. A. Puse Variety

Carl Jorgensen
V. President

B. A. Puse
Employer

Mamie E. Halme
Secretary

U.S. DEPARTMENT OF LABOR

BUREAU OF LABOR STATISTICS

WASHINGTON

September 21, 1936

Miss Mamie E. Halone, Sec'y
Retail Clerks' International
Protective Association #1281
112 Sixth Street
International Falls, Minnesota

Dear Miss Halone:

Information has come to us that you have concluded an agreement with employers.

As the Bureau of Labor Statistics endeavors to keep a record of all union agreements and all renewals of existing contracts, I am writing to ask if you will kindly furnish a copy of the agreement. If you have only one copy available and so designate, we shall be glad to type a duplicate and promptly return the original. If you so indicate, we shall keep the identity of the agreement confidential, using the material only for general analysis which will not reveal the name of the union.

We shall appreciate your cooperating with us by answering the questions listed below and by giving any other information which you think might be useful to us. The enclosed envelope for reply requires no postage.

If at any time we can be of service to you, please write us.

Very truly yours,

Isador Lubin

Isador Lubin
Commissioner of Labor Statistics

Name of company or employers' association signing agreement _____

(none)

(If more than one, please list on reverse side)

Number of union members affected 11

Number of non-members affected None

Comments regarding territory covered, etc. There are just 2 stores of this type in town & both are 100% unions.

Mamie E. Halone

(Name of person furnishing information)

112 Sixth St - Intl Falls, Minn.

(Address)

B.A. Price Variety Stone
J.H. Walworth Stone 1928

Please return copy of agreement
as it is the only one I have
for record

